

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, August 8, 2023 | 6:00 PM

25 registered, 22 checked-in



CHECK-IN

YPA OPEN FORUM 2023/08

TUESDAY, AUGUST 8 AT 6:00PM



<https://cglink.me/2dA/c213911272810516>

Chairs [5 min]

- Welcome
- Postdoc Experience Survey
 - The chairs encourage everyone to take the survey, which greatly helps the YPA advocate for postdocs and ARS. It should not take longer than 15 minutes to complete.
- Clarifications on salary increase
 - The salary increase corresponds to an annual 2.5% increase.
 - OPA sent an e-mail detailing the changes related to the salary increase. Please reach out to the OPA if you have further questions.
- National Postdoc Appreciation Week (NPAW) September 18 – 22, 2023
 - For the NPAW, both OPA and YPA have numerous events planned. Please be on the lookout for these events, there will be e-mails coming with the details.
- Benefits

- o The YPA is actively working on improving the benefits of postdocs and ARS. Currently, the YPA -together with OPA- is negotiating access to Yale dining halls and subsidized access to Payne Whitney Gym.

Secretaries [2 min]

- YPA Google Drive Organization
 - The secretaries are restructuring Google Drive to allow easy access and navigation.
 - Archive the files and folders from past years.
 - o The files will be archived but not deleted.
 - Keep the existing folders for the committees and handbooks.
 - Move 'My Drive' files to committee folders.
- Assisting the committees with tasks
 - Room bookings or other possible tasks, if you have anything in mind, reach out to us!

Treasury [2 min]

- Reminder about new standard purchasing practices
 - o The treasurers went through the purchasing request protocol. Briefly, the requests can be done via Yale Connect, using a requisition form. The information will be circulated again to make sure everyone is up to date.
- FY25 (fiscal year) budget requests will be happening soon
 - o The committee budgets for FY24 have already been communicated. The coordinators are asked to put together their committee budget for FY25. The treasurers acknowledged that deciding on a budget so far in advance is not trivial however, the requests will have to be done soon to make sure the process is on track.
 - o The question arose whether the OPA can allow participants to subsidize certain events of the YPA. For the moment those who plan the events should contact the treasurers. After this discussion with treasurers, the request for subsidization can be communicated to the OPA. The treasurers are working to organize this process through Yale Connect in the future, so a small fee can be charged for participation.

Community and Networking Committee [5 min]

Recent and Upcoming Events

- Thursday, July 6th - YPA Board Game Night in coordination with the Yale Board Game Club (17 registered)
- Thursday, July 20th - Happy Hour at Trinity (81 registered)
- Thursday, August 17th 4-5pm - Marsh Botanical Gardens Tour
 - o C & N committee encourages bringing loved ones to this family-friendly event.
- Friday, August 25th after 6pm - YPA Summer Picnic Social (family friendly)
- Wednesday, September 13th 4-5pm - Marsh Botanical Gardens Tour

Events in progress for the next months

- Late August/Early September – Kayaking trip
- September - National Postdoc Appreciation Week Campus Tour
 - Need to coordinate with other events during the week and inform Molly from OISS know the exact date.
- September - YPA Tabletop Roleplaying Game Gathering
- September - Pint of Postdoc
- September - Happy Hour

Introduction of new committee member **Domenica Berardi**

Upcoming Community and Networking Committee meeting

- **Time** – 6-7pm
- **Date** – Tuesday, September 5th
- **Location** – TBD
- **Contact emails** – gemma.vidal-pedrola@yale.edu and pranav.sanghavi@yale.edu

Professional Development Committee [2 min]

July Events

- Career Cafe “Consulting for the Government” with Prof. Benjamin Lev from Stanford University (13 participants)

Upcoming Events

- Event with the Medical Library for a workshop on the services for postdocs (September, on Zoom).
 - This event is planned for mid-September, however, the date is currently not set.
- Merck Networking & Seminar (October 5th)
 - “What is required in a molecule to be a drug”- workshop with Dr Manuel de Lera Ruiz.
 - A networking session in the afternoon and how to transition to industry and career roles in industry with participation of Dr. Cesar A. De Leon
 - This event will be a full-day event with 2 parts. The second part will be more networking-oriented.
- Pint of Postdoc (September 21st)

Next committee meeting will be August 31st

Contacts: laura.santos@yale.edu and bianka.mecaj@yale.edu

Communications Committee [5 min]

Updates

- We are very excited to announce our candidate for new Co-Coordinator: Anne! (anne.hahn@yale.edu)
 - Pending community approval, Anne will begin her term as new Co-Coordinator for the Communications Committee from September 2023 – June 2024.
 - **Welcome Anne!**
 - No objections to Anne becoming the new co-coordinator of the Communications Committee. Welcome, Anne!
 - The chairs thanked former co-coordinator Rishi for his hard work and dedication to the YPA.
- The Communications Committee is looking for new members!
 - Besides T-shirts, jackets, and merch, we do newsletter, website, and social media!
 - ANY postdoc/ARS interested in joining the committee: Please contact the Communications Committee coordinators rishi.tripathi@yale.edu & vyot.antani@yale.edu
- Official YPA T-shirts and Jackets: **Thank you so much for the overwhelming response to the T-shirt and Jackets!**
 - We have trial sizes for the jackets if you need to figure out what size works best for you. They were available across campuses and have concluded at the Med School and West Campus.
 - **The jackets will be available to try on for size at Science Hill on August 9th and August 10th, 2023, between 10 am and 5 pm.**
 - To try a jacket on for size please visit:
Jyot Antani at
Yale Science Building (260 Whitney Ave)
Floor C (Floor between G and 1), Desks near the windows
 - **The deadline to finalize your order is Friday, August 11, 2023.**

General

- Ads form
 - The bit.ly/YPAads form has two options: one for Twitter/Newsletter, and another for Instagram/Facebook.
 - If you want to advertise your event in the Newsletter/Twitter as well as Instagram/Facebook, you will have to **fill the form twice** – this is because the form asks for different information for each platform.
 - **Timeline: Submit by Friday 5:00 pm to include something in the next week's newsletter.**
 - Contact Orchid (orchid.allicock@yale.edu) for special requests regarding the newsletter.
 - Message the Instagram account for special requests there.
- Website requests: fill out the form bit.ly/YPAwebsite

- Slack: YPA Slack is limited to last 90 days of messages, please back up any important information in YPA Slack elsewhere.

Symposium Committee [3 min]

- Summary of the feedback from the 6th Symposium
 - The feedback was overall very positive. The attendees appreciated the photographer and the diversity of topics. One criticism was that the talks were too specific. The symposium committee will take all the feedback into account for next year's Symposium.
- Introduction of new members
 - The Symposium committee announces the recruitment of three new members to their committee. Since the Symposium of 2022, they have 6 more members.
- Budget allocation
 - The committee is satisfied with the new budget they are allocated but they also expect an increase of costs due to inflation. They plan to reduce the budget used for IT services. Holding the Symposium in a hybrid format generates significant IT costs (approximately 100 USD per hour). They are planning to switch from a hybrid to only in-person meeting to decrease the spending on audiovisuals. Sudheesh kindly encourages the coordinators to engage in a discussion with the treasurers.

Next meeting: Tuesday, September 5, at 5:30 PM ET on zoom

Mentorship Committee [2 min]

- At the initiation of Benoit and Zeljka (Postdoc Spotlight Series creators), all postdoc winners of 2023 Mentorship Awards will be interviewed for the YPA Postdoc Spotlight Series
- IT will be also posted on twitter
 - Look out for their interviews soon!

For any more information about the mentorship committee meeting, contact coordinators Marija Markicevic (marija.markicevic@yale.edu) and Swapna Naik (swapna.naik@yale.edu).

Advocacy Committee [5 min]

- Recap: Navigating Difficult Situations as a Postdoc
 - This event had over 30 attendees and it was highly engaging.
- Reminder to complete the Postdoc Experience Survey
 - The committee encourages everyone to fill out the Postdoc Experience Survey. To reach out to more people, Azmi is working on the survey flyer which will be

distributed around the campus. The survey results guide the way YPA advocates for Postdocs and ARSs so it is really important to complete the survey.

- Coming up: National Postdoc Appreciation Week (Sept 18 – 25)
 - Doga
 - The previous Doga event was very successful and the advocacy committee is organizing a new Doga event for the NPAW.
 - “How to Find a Therapist - Part II” – a hands-on workshop
 - This hands-on workshop will provide guidance and on-the-spot help for finding a therapist.
 - Events in collaboration with OPA and YPA committees
 - There will be additional events that will be advertised in the newsletter. Keep an eye out for those!
- Chronic Illness and Disability Aid & Protection for Postdocs – Guest Speaker
 - The advocacy committee introduced their guest speaker Ana Lucia Rodriguez De La Rosa, who is an ARS at Yale. Ana shared her experience of living with a chronic illness. When she was diagnosed with cancer, her ARS status became a problem as the ARS is not covered in the faculty manual or in Yale Benefits. She had to navigate the system on her own and communicate with several offices. As it is, most decisions hang on the courtesy of the PIs, which should not be the case. Ana advocates for cancer patients and made the following suggestions: ARS and Postdocs should have the benefits to cover their treatments, and they need to receive immigration support in order not to have to leave the country in the middle of their therapy. Benefits should also cover transportation services, housing services, child support, travel, and visa guidance. Ana gave the example of NIH retention grants which are given to support researchers during critical life events and suggested that Yale could also implement such measures to protect Postdocs experiencing these major events.
 - The Advocacy Committee will organize events together with Ana to raise awareness and Ana will also share her experience with the OPA.

Next Advocacy Meeting: TBD

Please contact Ishita Arora (ishita.arora@yale.edu) if you'd like to join!

Racial Justice Subcommittee [5 min]

- Introduction of new members: Sabrina & Muhammad
 - Welcome Sabrina & Muhammad
- Restructuring of RJS as a DEI/Belonging committee
 - The RJS subcommittee is considering a rebranding by changing its name to DEI/Belonging subcommittee. The goal is to become more inclusive and continue working on topics of anti-racism, diversity, equality, and inclusion, as well as

academic bullying, harassment, and bystander intervention. They are kindly requesting feedback from the YPA chairs about their rebranding.

- Academic Bullying 101 with Academic Parity Movement
 - Well-attended event!
- Repeating Bystander Intervention Training in the fall
 - This event is specifically tailored for challenging situations postdocs find themselves in.
- Mental health events and resources for BIPOC students
- Reminder, [DEI Toolkit](#) available

Next meeting – TBD. Reach out to azmi@ahmad@yale.edu

Associate Provost for Postdoctoral Affairs, Erin Heckler [4 min]

- As of Aug 4, 373 total responses (295 postdocs; 78 ARS) to the postdoc experience survey. Planning to advertise heavily in the next month and close just after National Postdoc Appreciation Week.
 - Erin encourages everyone once again to please fill out the survey.
- National Postdoc Appreciation Week Sept 18-22, planning events in collaboration with YPA. Will email faculty and in the newsletter to admins last week of August.
- [Upcoming events in Yale Connect](#):
 - Aug 7 survey in-person YSM TAC lobby
 - Aug 14 YPGA Symposium Presentation Practice Session
 - Aug 17 new postdoc orientation
 - Aug 22 Academic Job Search Series: Identifying and Breaking Down Academic Job Postings (co-hosting with OCS, Poorvu Center Grad Writing Lab)

Special Guest: English Studies programs at the Center for Language Study – James Tierney [5 min]

- James Tierney and Lauri Lafferty introduced English language programs available for Postdocs.
- The Center for Language Study is at the corner of Temple and Grove (Dow Hall, 370 Temple Street) and has been serving postdocs with no fee for years. They have courses tailored to the needs of postdocs, which include writing, pronunciation, and fluency classes. The courses are offered at different levels, primarily for those who speak English as a second language. Morning and evening classes are available and will begin in mid-September. There are orientation meetings in small groups to see who could benefit from which course. James Tierney and Lauri Lafferty encourage everyone to spread the word to those who could benefit from these courses.

Open Forum - Questions/Comments [15 min]

- o Question by Benoit: Can the hybrid events be accessible to those not affiliated with Yale, such as for other Postdoc Associations? Answer: Erin explains that this would depend on the event itself. Specific events designed for Yale postdocs may not be suitable for external audiences but others could very well be. For instance, the Academic Bullying event was open to external attendees.
- o Question by Azmi: Could we please revisit the Statement publishing process? Answer: We can discuss this in the Bylaws meeting.
- o The chairs thanked everyone who joined the YPA Open Forum and reminded them to reach out to YPA if they had any questions.